
STATE OF GEORGIA

Program Year 2015 Annual Report

Workforce Innovation and Opportunity Act

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Report Overview

This Annual Report Narrative covers the Workforce Innovation and Opportunity Act (WIOA) Program Year PY15. This report includes the State's efforts regarding customer satisfaction measures, evaluation activities, and WIOA activities and participant information, among other areas. Relatedly, the State assures that all required elements are reported uniformly, such that relevant state-by-state comparisons can be made. Within this reporting format, the State highlights some anecdotal success stories as an illustration of the combined effect of funding allocation and execution of key programs. Lastly, the State did not seek any waivers during PY15, thus there were no related approvals.

Customer Satisfaction

Understanding the importance of customer satisfaction, the State directly engaged every WIOA participant with a customer satisfaction survey. This survey was emailed directly to each WIOA participant who were then asked to respond to 5 questions, each containing 5 possible rankings, ranging from "extremely satisfied" to "not satisfied" or "excellent" to "not good at all," depending on the question. The following were the 5 questions:

- 1) [Question 1](#): Overall how satisfied are you with the services provided to you by your Local Workforce Development Area's Career Center?
- 2) [Question 2](#): Taking into account all of the expectations you held, have the services you received from your Local Workforce Development Area's Career Center met your expectations?
- 3) [Question 3](#): Considering an ideal program for someone in your situation, how well did the services you received from the Local Workforce Development Area's Career Center compare with that ideal?
- 4) [Question 4](#): Based on the level of service you received from the Local Workforce Development Area's Career Center, how likely would you be to recommend others?
- 5) [Question 5](#): Overall, how would you rate your total experience from your Local Workforce Development Area's Career Center?

With an average of approximately 903 participants answering each question, the overwhelming majority of participants ranked their experience within the highest two most favorable ratings. Specifically, an average of 72% of participants across all questions ranked their experience with the Local Workforce Development Area's Career Center within the highest two most favorable ratings; the highest being question #4 (75%) in that the participant would *likely* recommend others to the Local Workforce Development Area's Career Center (See attached [Participant Survey](#)). Georgia is particularly proud of its rankings from its WIOA participants, especially given in its high number of Local Workforce Development Areas. However, the State will continue to strive for a 100% ranking across all areas regarding participant satisfaction.

It is important to note that the high degree of satisfaction exhibited in the participant survey directly correlates to the State's success regarding its performance measures. All 19 Local Workforce

Development Areas positively contributed to the State's high standards, having exceeded in all but two performance measures during PY15.

Evaluation Activities

The State primarily provides a formal evaluation of its workforce system through its annual monitoring and review of its 19 Local Workforce Development Areas. The monitoring process typically begins during the month of July and ends in January. The evaluation process includes a desk review of key documents, on-site interviews of staff and a related inspection of documents over a 6-month time period. In the end, a report is produced for which each Director is given the opportunity to review, analyze and discuss all findings, observations and recommendations as a part of the final approval/completion process. Additionally, unrelated to the monitoring period, key staff regularly visit Local Workforce Development Areas, in part, to gather further information outside of merely monitoring. The Deputy Commissioner of Workforce Development has undertaken these visits in the past as well as other key staff. The information obtained during these site visits, can also be used for the purposes of evaluation.

Workforce Innovation and Opportunity Act Activities and Participant Information

Go Build Georgia

On January 17, 2012, Governor Deal launched Go Build Georgia. Go Build Georgia is a state initiative designed to increase awareness of skilled trade careers, focused on manufacturing, telecommunications, energy, logistics and construction. This public-private partnership is designed to inform youth, educators and the public at large about the benefits and opportunities within skilled trade industries throughout the state.

By building a broad coalition of key public and private stakeholders, Go Build Georgia strives to increase the number of those entering the skilled trade workforce, while increasing the awareness of existing training programs leading to these in-demand occupations. Through this strategic focus on the skilled labor supply in our state, Georgia seeks to reduce the skilled labor gap identified through the High Demand Career Initiative (HDCI) and other labor data sources.

The Go Build Team has been very active over the last year. The monthly average registration rate has grown from 123.52 to 175 (an increase of 42%). The Go Build High Demand Career Scholarship and Go Build Grant application process resulted in 24 awards for the first round. Most recently, the Go Build Team completed its second wave of grant applications with 33 to be vetted by the end of November 2016. Concurrently, the new Go Build Georgia website is under development. Members of the Go Build Georgia Team have made an exceptional effort in fostering local school-industry partnerships over the past year. The Go Build Georgia Team recently received recognition from Warren Tech (DeKalb County) for assisting the school in the formation of such a partnership.

In total, Go Build spending has supported the following:

- 1) Individual scholarships awarded to graduating seniors to attend a TCSG institution;
- 2) Grants to middle and high schools to support education about careers in skilled trades; and
- 3) Promotional materials, including posters for educators across the State.

High Demand Career Initiative

During the first two years of High Demand Career Initiative (HDCI), the primary focus of the initiative was to engage the private sector by collecting information about their present and future workforce needs. By hosting 17 public meetings throughout the state, which included more than 120 employers, and by creating an online assessment, the HDCI team heard a clear and consistent message regarding workforce needs in Georgia: An effectively trained workforce is essential to the sustainability of Georgia business. A range of in-demand and difficult-to-fill positions was identified, along with essential workforce skills that are in short supply. Through those discussions, the data and information collected has equipped the HDCI team in providing a clear depiction of statewide workforce needs that has helped influence statewide policy and programming. Although this data is sufficient for describing the workforce needs of Georgia employers statewide, it lacks the ability to provide adequate details for implementing solutions at the local and regional levels. Therefore, the HDCI team is prepared to take the next logical step of the initiative, which includes two tracks.

The first track involves the HDCI team working with regions throughout the state to assist with local and regional implementation of the HDCI model, through the development of HDCI Sector Partnerships. HDCI has developed a Sector Partnership Guide to assist the regions in building a framework for ongoing partnership and communication between public and private sectors. To initiate this process, HDCI is hosting 12 regional workshops with key regional stakeholders from October to November of 2016. To assist regions with implementation of the HDCI Sector Partnerships, the Georgia Department of Economic Development's Workforce Division (WFD) has released the HDCI Sector Partnership Grants to provide potential financial support to the regional stakeholders. These grants will give each of the 12 regions the opportunity to apply for up to \$250,000 in funding to support their partnerships. One of the main purposes of the regional workshops is to discuss the grant application process to ensure every region is fully equipped to submit a competitive application. The grant is intended to provide sufficient funding to support a regional convener (either full-time employee(s) or consulting team) to assist with the regional collaboration.

The second track will be focused on utilizing the information that has been gathered to develop industry-specific task forces with business representatives and key stakeholders. These task forces will be focused on discussing the already uncovered acute workforce needs in greater detail and working together to develop innovative strategies for addressing those needs. Currently, three task forces have been developed: one to address the critical need for software developers in the Information Technology industry; one to focus on the "above-the-line" workforce in the Film, Television and Digital Entertainment

industry; and one to address the need for truck drivers and warehouse workers in the Logistics & Transportation industry.

The goal of HDCl, since its launch, has been to develop an infrastructure of communication and collaboration between the public and private sectors. These regional partnerships and task forces are additional investments in continuing that work and HDCl funds spent during the last year have supported these endeavors.

Operation: Workforce

Operation: Workforce is the State of Georgia's veteran and transitioning service member employment initiative. This program serves two roles: to connect current and former service members with the workforce system and to connect Georgia businesses with this highly skilled workforce. This is accomplished through the Operation: Workforce website which hosts a job portal and provides access to resources. Additionally, Operation: Workforce expands its reach through partnerships with installations, LWDAs, chambers of commerce, higher educations, non-profits and veteran centric groups.

Funds directly designated to Operation: Workforce were spent on the upkeep of operationworkforce.com, which has experienced an increase of 3,315 veteran signups and an increase of 200 Georgia companies registered on the site in the last program year. Funds were also expended to host a Soldier for Life Employment Summit on Fort Benning in conjunction with the Greater Columbus Chamber of Commerce and Fort Benning November 4-7, 2015. During this summit, 500 transitioning service members and 55 companies were in attendance.

In addition to direct funds, indirect funds were used to support Operation: Workforce in PY15. Through local formula funds, participants were able to attend Georgia Tech's Veterans Education Training and Transition (VET²) Program, which takes transitioning service members and gives them a one week course in transition and then pairs them with a company for a three-week internship. Companies such as Gulfstream, JCB, The Coca-Cola Company, and many others have participated in this program. In PY15, the job placement rate was 97% with an average annual salary of \$57,000.

To build upon the successful VET² Program, WFD and Operation: Workforce utilized state Rapid Response funds to address the military cuts affecting Fort Benning and Fort Stewart by forming VET² 101, an online version of the classroom portion of VET². The program is currently funded to allow 7,000 transitioning service members to take the course and each participant will be registered on operationworkforce.com as a part of the course.

As featured in the January issue of Georgia Trend, a service member transitioning out of Fort Stewart participated in VET² through WorkSource Coastal and obtained a job as an aviation technician at Gulfstream, seamlessly transferring skills that he learned in the Army into the civilian workforce.

Georgia WorkSmart

Launched in October 2015, Georgia WorkSmart is the State's work-based learning initiative. The program promotes work-based learning models, such as apprenticeships, internships and on-the-job training, as a workforce development tool. Georgia WorkSmart assists Georgia companies in developing and implementing customized training programs to meet their specific hiring and training needs.

This initiative is a collaborative partnership between the Georgia Department of Economic Development's Workforce Division, the U.S. Department of Labor's Office of Apprenticeship, the Technical College System of Georgia and the Local Workforce Development Areas. Through these partnerships, a key focus of Georgia WorkSmart is to promote Registered Apprenticeships – an approved, credentialed training program that combines customized technical instruction with on-the-job learning experiences.

Funds directly designated to Georgia WorkSmart during its first year of operation were primarily expended on salary, travel, and outreach items. Outreach items were purchased to assist in the official launch event of the Georgia WorkSmart initiative at the King's Hawaiian facility in Flowery Branch. King's Hawaiian is one of thirty companies to submit letters of commitment to apprenticeships programs. To date, Georgia WorkSmart has engaged over ninety companies throughout the State to promote the benefits of work-based learning.

The program manager travelled to Washington D.C. to attend the White House Summit on American Apprenticeships in September 2015. This summit was held in conjunction with the launch of USDOL's American Apprenticeship Initiative grant (AAI). Of the \$175 million awarded nationally, Georgia was granted a \$2.99 million award to promote Registered Apprenticeships in advanced manufacturing. Additional travel costs were expended as Georgia WorkSmart promotes the benefits of Registered Apprenticeships and assists businesses to create their own customized training programs throughout the State.

State Workforce Development Board

The active collaboration of the State Workforce Development Board (SWDB), the LWDBs, WFD and the state's One-Stop Delivery System is a key component of workforce development in Georgia. This collaboration begins with the Governor, who is responsible for the establishment of the SWDB. The SWDB's membership is comprised of state business and community representatives, members of the state legislature, adult and youth service providers, chief elected officials, staff of partner state agencies and representatives of organized labor. In order to prepare for the transition to WIOA, the Governor examined the current list of members and made additional appointments to the SWDB at the end of PY14. SWDB members whose board eligibility categories were no longer required by law were re-evaluated and some were not reappointed to the board. Due to these changes, the SWDB is now fully compliant with WIOA law.

The leadership of the SWDB has developed four committees in order to better assist program and LWDA development. Those committees are the following: Youth Committee; Re-Employment Services Committee; Local Workforce Development Area Guidance Committee and Executive Committee. SWDB members are assigned to those committees based on their areas of experience and interest. WFD's programmatic staff serve the SWDB's various committees by providing detailed research that enables the committees to make informed policy decisions that are particular to their specific needs. The committees meet at least four times a year.

One of the SWDB's most important role is the development of a statewide strategic plan, which establishes the four-year strategy for the Statewide Workforce Development System. In order to promote integration, the board worked within the working group structure described in the Working Group Sections below to develop the plan. Through the board's vision, the state plan contains the writing, input and direction of multiple state agencies, local workforce offices and community leaders.

The SWDB meets four times a year. The board has made it a priority to visit the LWDA's for the meetings of the SWDB. This effort has enabled the members to gain a wider perspective of how services are delivered across the state, meet local staff, and hear firsthand customer (participant and business) success stories.

Working Groups

In order to aid the State Workforce Development Board (SWDB) in coordinating services and policy alignment, WFD created four Working Groups and they were the following: the WIOA Data Integration Working Group, the WIOA One-Stop Funding and Procurement Working Group, the WIOA One-Stop Integration Working Group, and the WIOA Administration and Board Structure Working Group. Each group included members from the Georgia Department of Economic Development Workforce Division (GDEcD WFD), Georgia Department of Labor (GDOL), Georgia Vocational Rehabilitation Agency (GVRA), Technical College System of Georgia Office of Adult Education (TCSG OAE), Department of Human Services (DHS), Local Workforce Development Areas (LWDA), and State Workforce Development Board (SWDB) members. By gathering such a broad range of members, the Working Groups were able to collaborate to create a Unified State Plan and make the transition from WIA to WIOA a smoother process. All four groups have been able to meet consistently and will continue doing so.

The WIOA Data Integration Working Group was created to develop methods to facilitate the exchange of data between core WIOA partners. The group works with the Georgia Tech Research Institute (GTRI), and together they are working to find methods for the core partner agencies to share data and streamline the participant intake process. Thus far, the group has reviewed proposed regulations and data reporting processes with the WFD staff in preparation for meetings with various core partner agencies. Additionally, the group has met with GDOL, met with TCSG, met with GVRA, and started documenting core partner agency profiles.

The primary task of the WIOA One-Stop Funding and Procurement Working Group is to outline the process for procurement of services with WIOA funding. The working group has developed procurement guidance

for LWDA. Additionally, the group has established guidance outlining the State expectations that each LWDA needs to fulfill to show progress towards the procurement of their one-stop operator. The WIOA One-Stop Funding and Procurement Working Group has also met jointly with the WIOA One-Stop Integrated Working Group to develop customized one-stop operator and location procurement guidance for each LWDA.

The WIOA One-Stop Integrated Working Group develops ways to integrate workforce programs, then presents these solutions to SWDB. The group has defined the requirements for co-location, physical presence, and direct linkage spoke about the vision for comprehensive one-stops and analyzed issues that might arise when co-location and one-stop location selection. The group also worked on a One-Stop Self-Assessment to help the joint meeting in drafting guidance for the procurement of the comprehensive one-stop location within each LWDA.

The WIOA Administration and Board Structure Working Group works to develop cross-agency policies and guidance dealing with service delivery, administration and local and state board structure. Since the creation of the working group, five goals have been accomplished. The group has distributed guidance for the certification of the Local Workforce Development Boards (LWDBs) and completed the certification process, completed the LWDA and Region designation process, completed and submitted the Georgia Unified State Plan, and organized a successful Georgia WIOA Convening.

Local Plan Funding

The 19 LWDA. s were asked to submit regional and local plans outlining the strategies they would develop to comply with the Workforce Innovation and Opportunity Act (WIOA). As per WIOA § 108, “each local board shall develop and submit to the Governor a comprehensive 4-year local plan, in partnership with the chief elected official. The local plan shall support the strategy described in the State plan in accordance with WIOA § 102(b)(1)(E) and, otherwise, be consistent with the State plan.”

To assist the LWDA. s with the execution of their plans, the Workforce Division (WFD) offered a grant of up to \$25,000 to each region. This funding was to be used to hire a consultant or contractor to assist with the development and writing of the plan, cover the travel costs of employees and board members to and from regional planning meetings, and hosting regional planning meetings. If the region planned to use the funding for costs other than those listed above, they were required to submit a narrative describing how the funds would be allocated. The LWDA. s that requested funding were LWDA. s 1, 3, 4, 5, 6, 7, 8, 10, 11 14, 15, 16, 17, and 18. With this funding, local areas were able to utilize neutral conveners, consultants, or other resources to assist with the drafting and planning process.

Services to Employers

WFD is committed to leveraging resources and efforts in order to meet the needs of the business customers of the WorkSource Georgia System in an integrated fashion. Furthermore, WFD works with many state entities to inform Georgia employers of the services that are available to them through their

local LWDAs. When new companies relocate or expand in Georgia, WFD and the LWDAs work with the Georgia Department of Economic Development in order to ensure that those companies are aware of the services offered.

The WorkSource Georgia system is equipped to support businesses in many different ways. One of those ways is through applicant screening at WorkSource Georgia Centers. This service reduces the time and cost that a business would need in order to find qualified applicants. The LWDAs can also provide applicant referrals and job posting services for businesses that need to hire. This service can increase the qualified applicant pool for employers. Conducting job fairs and letting companies use WorkSource Georgia center space for interviews are also services that local areas can provide. Additionally, LWDAs can provide pre-employment assessments. Local areas use a variety of different assessments in order to screen qualified applicants for a potential employer. The use of these assessments can give an employer greater insight as to where an applicant's competencies and skills gaps lie. LWDAs can also offer employers a variety of different data including: in-demand occupations, labor market information, and economic trends.

WFD heavily promoted the use of work-based learning services in PY15 including On-the-Job Training (OJT), Incumbent Worker Training (IWT), Customized Training (CT), and Workforce Experience (WEx). OJT is perhaps the most popular service that an LWDA can offer an employer. In PY15, WFD contributed Governor's Reserve Funding to multiple local OJT projects, an example of which was for Caterpillar in Athens Georgia.

The Caterpillar Project has served 279 participants in total. Caterpillar received \$387,252 in wage reimbursement at the 50% rate based on the company size. All 270 persons were unemployed at the time they were hired by Caterpillar and were either hired as an entry level assembler or welder. The projected annual earnings after hire (averaging the assembler's and the welder's entry wage to calculate annual average earnings) is \$31,200. That equates to \$8,704,800 in wages earned and spent in the local community. Since all of the persons served through the OJT activity were unemployed at the time of Caterpillar hire and enrollment in OJT, this represents a significant increase in post-program economic earnings for those persons.

Sector Strategy Meetings

In PY15 WFD developed sector strategy academies to assist with the development of industry partnerships. By using the Aspen Institutes' Sector Skills Academy methods as the foundation, the partners were better able to address the workforce issues facing companies like talent preparation, continued employment, and career advancement. The sessions also aided in the connection of employers, training providers, and community organizations across the state.

The 19 LWDAs were divided into the WIOA designated 12 state regions. Those regions were then assigned to specific parts of the state for their sector strategy location. WFD hosted four sector strategy training sessions. These were located in North Georgia, Metro Atlanta, Middle Georgia, and South and Coastal

Georgia. The regions were tasked with bringing representatives from core partners, training/service providers, non-profit leaders, and industry leaders. Each session was two days. During the sessions, areas were able to discuss the purpose of the training, view presentations on relevant topics, and break out into groups for discussions and applicable exercises. Presentations included topics such as “What are Sector Strategies,” “Labor Market Information,” “Growing the Talent Pipeline,” and “Developing Industry Networks.” Additionally, the sessions served as the groundwork for the development of the sector strategies sections of the LWDA regional and local plans.

To follow up on the progress of the regions, LWDAs were asked to give presentations with updates on the successes and difficulties they were facing with developing sector strategies and the development of their local plans. These presentations were given at the Georgia WIOA Convening, held in August of 2016, and allowed each region to see what challenges other areas were facing and how they were working to solve them. Further development will take place in PY16.

Star Academy

The Pitsco Star Academy program is an effective dropout prevention solution designed to serve at-risk students. Star Academy ensures that each student has the opportunity to experience academic success by presenting required high school curricula in an alternative, hands-on approach. Because 66% of over-age students eventually drop out of school, the Star Academy Program targets the over-age student demographic. Different learning methods, productive communication techniques, integration of workplace skills, healthy school environments, and supplemental support services provide a foundation for student success.

The Star Academy Program addresses national and state standards in four core subjects. Nontraditional methods of instruction engage all student-learning domains. The implementation and integration of a mix of strategies, along with a positive school environment, ensures student engagement and support and provides students the much-needed opportunity to succeed in school. The Star Academy model was implemented as a school within a school in the Coffee County Career Academy through the support of WFD and LWDA 18. Though the Career Academy as a whole serves high school students, Star Academy serves over-age middle school students, with a goal of accelerating them from 8th to 10th grade during one academic year. The students work individually through hands-on, project-based curricula which concentrate on the four key areas of math, science, language arts, and social studies.

Students participating in the program were WIA and then WIOA eligible and marked as probable dropouts by the Coffee County school system. Many came to the program with severe disciplinary issues; all came with extreme life challenges. The objective of the program was to re-engage the students in learning, to keep them from dropping out, and ultimately to award them with enough credits to get back on track towards high school graduation.

The state is in the third and final year of the program. In PY15 69 students were enrolled. 37 students accelerated two grade levels (went from 8th grade to 10th grade). Of the 32 students remaining, one student dropped out and is currently pursuing a GED. The other students are still attempting to gain enough credit to be promoted to the 10th grade, but remain in-school.

Ex-Offender Grants

In PY15 WFD offered grants to LWDA to encourage innovative program designs for serving ex-offenders. The grant was awarded to 6 LWDAs which were the following: WorkSource Georgia Mountains (LWDA 2), WorkSource Atlanta (LWDA 3), WorkSource DeKalb (LWDA 5), WorkSource West Central Georgia (LWDA 8), WorkSource Southwest Georgia (LWDA 17), and WorkSource Coastal (LWDA 20).

WorkSource Georgia Mountains (LWDA 2) received a grant of \$25,000. With that funding, the LWDA served 11 women in the Lee Arrendale State Prison through the Training2Work (T2W) Offender Job Training Program. The participants received training through Goodwill Industries of North Georgia and were taught highway and general construction skills and soft skills through a combination of classroom training and on-the-job training. All 11 women successfully completed the program.

WorkSource Atlanta (LWDA 3) received a grant of \$20,000. The LWDA worked with the Atlanta Transitional Center. Participants were enrolled in the area's four-week job readiness class. The class involved resume preparation, work ethic simulations, time management classes, application process simulations, and mock interviews. Some participants were directly matched with employers after the class and others were further enrolled in Adult Work Experience.

WorkSource DeKalb (LWDA 5) received a grant of \$12,738 to served ten eligible participants. The LWDA focused on training opportunities at the local technical college. If a participant was not able to gain entry into post-secondary education, the LWDA enrolled the participant in GED classes (if necessary) or completed the necessary remediation with the participant. The LWDA also conducted extensive research into ex-offender friendly fields. Participants were only offered training opportunities that led to jobs in the identified fields. Once the training was complete, the participants worked with a dedicated case manager to find employment.

WorkSource West Central Georgia (LWDA 8) received a grant of \$25,000 to serve 15 eligible participants. The LWDA utilized a workforce fundamentals course which combines classroom training with OJT in the manufacturing and warehousing fields. Participants were then matched with local employers.

WorkSource Southwest Georgia (LWDA 17) received no state grant funds, but dedicated local funding to be part of the state pilot. The area implemented a three to five-month training program that included initial assessment, employability planning, job readiness training, transition support services, job search and placement assistance, and job retention services based on the needs identified in each participant's initial objective assessment. The program was built to accommodate individualized plans which would address the individual's identified needs. The area served 13 participants through this program. After completion, participants were either enrolled in post-secondary education or Work Experience or placed directly in employment with an employer.

WorkSource Coastal (LWDA 20) received a grant of \$25,000. Using grants funds, the LWDA created the Coastal Transitional Initiative which focused on placing ex-offenders in jobs within the construction, warehousing, and logistics industries. The program served 20 participants with the grant funding through the 5-phase program. During Phase I, the LWDA staff worked with employers to identify potential employees from the transitional center who were both eligible for the program as well as had the potential to serve as quality employees for the employer. The employer interviewed and selected program participants. During Phase II staff coordinated the delivery of applicable assessments, evaluations, and pre-employment training to those selected, to include: soft skills training, pre-employment screening, and Test of Adult Basic Education (TABE). During Phase III participants were placed into subsidized employment at the employer facility at a rate of \$7.25 per hour for up to 40 hours per week. The work experience lasted for ten weeks. During Phase IV case managers worked with the companies to place the participants at a pay rate of at least \$9.50/ per hour. Finally, during Phase V the LWDA continued to offer follow-up services to the participant.

Attachments

Table B - Adult Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.1%	79.7%	2,316
			2,905
Employment Retention Rate	85.0%	88.6%	2,684
			3,029
Average Earnings	\$12,800.0	\$13,900.6	\$35,349,308
			2,543
Employment & Credential Rate	0.0%	59.4%	1,827
			3,076

Table C - Outcomes for Adult Special Populations								
Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment Rate	77.6%	990	74.6%	138	63.5%	47	67.8%	118
		1,275		185		74		174
Employment Retention Rate	88.8%	1,156	83.8%	150	84.7%	50	85.5%	100
		1,302		179		59		117
Average Earnings	\$12,637.1	\$13,736,521	\$14,609.8	\$2,030,762	\$10,388.3	\$477,862	\$11,269.5	\$1,081,873
		1,087		139		46		96
Employment & Credential Rate	60.9%	857	38.9%	72	49.2%	30	48.2%	68
		1,407		185		61		141

Table D - Other Outcome Information for the Adult Program						
Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	80.4%	119	71.4%	200	80.9%	1,952
		148		280		2,412
Employment Retention Rate	89.3%	100	81.6%	249	89.8%	2,273
		112		305		2,530
Average Earnings	\$13,654.2	\$1,365,421	\$9,967.7	\$2,412,187	\$14,389.2	\$30,807,286
		100		242		2,141

Table E - Dislocated Worker Program Results				
Reported Information	Negotiated Performance Level		Actual Performance Level	
Entered Employment Rate	76.5%		84.4%	1,238
				1,467
Employment Retention Rate	90.0%		92.5%	1,494
				1,615
Average Earnings	\$17,062.0		\$17,168.3	\$24,327,411
				1,417
Employment & Credential Rate	0.0%		61.1%	832
				1,361

Table F - Outcomes for Dislocated Worker Special Populations								
Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	76.6%	95	71.4%	15	71.8%	122	71.4%	10
		124		21		170		14
Employment Retention Rate	86.0%	111	83.3%	15	91.8%	135	90.0%	9
		129		18		147		10
Average Earnings	\$19,479.4	\$2,025,853	\$14,839.5	\$222,592	\$16,142.8	\$2,082,423	\$14,998.9	\$134,990
		104		15		129		9
Employment & Credential Rate	51.8%	59	66.7%	14	57.7%	86	61.5%	8
		114		21		149		13

Table G - Other Outcome Information for the Dislocated Worker Program						
Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	93.3%	14	71.0%	71	85.5%	1,142
		15		100		1,335
Employment Retention Rate	100.0%	13	89.1%	114	92.8%	1,306
		13		128		1,408
Average Earnings	\$11,961.9	\$155,505	\$14,742.3	\$1,621,652	\$17,302.0	\$21,350,667
		13		110		1,234

Table H.1 - Youth (14 - 21) Program Results				
Reported Information	Negotiated Performance Level		Actual Performance Level	
Placement in Employment or Education	66.0%		71.0%	2,117
				2,983
Attainment of Degree or Certificate	73.0%		68.3%	2,098
				3,072
Literacy & Numeracy Gains	51.0%		43.9%	489
				1,115

Table H.1.A - Outcomes for Youth Special Populations								
Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
Placement in Employment or Education	70.4%	1,403	75.0%	3	68.6%	177	70.5%	628
		1,992		4		258		891
Attainment of Degree or Certificate	66.2%	1,329	100.0%	2	71.2%	185	53.5%	453
		2,009		2		260		847
Literacy & Numeracy Gains	43.0%	289	100.0%	1	37.5%	27	43.9%	489
		672		1		72		1,115

Table H.2 - Older Youth (19 - 21) Program Results				
Reported Information	Negotiated Performance Level		Actual Performance Level	
Entered Employment Rate	0.0%		70.2%	431
				614
Employment Retention Rate	0.0%		87.4%	484
				554

Average Earnings	\$0.0	\$5,282.7	\$2,762,874
			523
Employment & Credential Rate	0.0%	42.3%	320
			757

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
Entered Employment Rate	67.7%	256	100.0%	1	58.3%	28	69.3%	323
		378		1		48		466
Employment Retention Rate	87.4%	277	0.0%	0	80.0%	28	86.9%	351
		317		1		35		404
Average Earnings	\$5,070.4	\$1,500,831	\$0.0	\$0	\$6,294.9	\$201,437	\$4,355.0	\$1,667,972
		296		1		32		383
Employment & Credential Rate	38.3%	169	100.0%	1	38.9%	21	36.8%	207
		441		1		54		563

Table J - Younger Youth (14 - 18) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	0.0%	66.6%	1,003
			1,505
Youth Diploma or Equivalent Rate	0.0%	81.9%	1,495
			1,825
Employment Retention Rate	0.0%	71.8%	1,781
			2,479

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
Skill Attainment Rate	64.7%	566	68.9%	131	67.1%	230
		875		190		343
Youth Diploma or Equivalent Rate	80.8%	949	82.8%	164	56.7%	204
		1,175		198		360
Employment Retention Rate	72.5%	1,182	69.7%	159	62.1%	414
		1,630		228		667

Table L - Other Reported Information										
Reported Information	12-Mth Employment Retention Rate		12-Mth Earnings Increase / Replacement		Non-Traditional Employment		Wages at Entry to Employment		Training-Related Employment	
Adults	89.0%	2,554	\$8,776.6	\$23,758,149	4.9%	113	\$6,124.9	\$13,658,560	80.7%	1,288
		2,869		2,707		2,316		2,230		1,596
Dislocated Workers	92.3%	1,539	163.6%	\$25,468,340	3.9%	48	\$8,274.6	\$9,797,176	80.0%	732
		1,667		\$15,569,719		1,238		1,184		915
Older Youths	86.1%	469	\$5,512.9	\$2,784,035	2.6%	11	\$3,030.6	\$1,266,799		
		545		505		431		418		

Table M - Participation Levels		
Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	11,907	5,059
Total Adult Self-Service Only	0	0
WIOA Adult	9,173	3,829
WIOA Dislocated Worker	2,795	1,264
Total Youth (14 - 21)	7,203	3,050
Younger Youth (14 - 18)	5,165	2,276
Older Youth (19 - 21)	2,038	774
Out-of-School Youth	3,696	1,131
In-School Youth	3,507	1,919

Table N - Cost of Program Activities			
Program Activity			Total Federal Spending
Local Adults			\$23,321,157.45
Local Dislocated Workers			\$16,645,480.67
Local Youth			\$18,887,295.61
Rapid Response (up to 25%) 134 (a) (2) (A)			\$2,328,899.36
Statewide Required Activities (up to 25%) 134 (a) (2) (B)			\$3,464,916.99
Statewide Allowable Activities 134 (a) (3)	Program Activity Description	Go Build Georgia	\$447,806.03
		Star Academy	\$246,650.39
		Governor’s High Demand Career Initiative	\$153,563.40
		Operation:Workforce	\$91,693.99
		Georgia WorkSmart	\$105,217.23
		WIOA Transition	\$131,096.29
		Performance Incentive Grants	\$90,757
		LWDA OJT Grants	\$1,029,459
		LWDA Discretionary Funding	\$268,787
		Other	\$137,072.33
Total of All Federal Spending Listed Above			\$67,349,852.74

Table O - Local Performance			
Local Area Name Region 1	Total Participants Served	Adults	598
		Dislocated Workers	290
		Older Youth (19 - 21)	109
		Younger Youth (14 - 18)	310
ETA Assigned # 13210	Total Exiters	Adults	271
		Dislocated Workers	202
		Older Youth (19 - 21)	75
		Younger Youth (14 - 18)	246
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	85.3%
	Dislocated Workers	86.0%	90.5%
	Older Youth (19 - 21)	0.0%	69.8%
Retention Rates	Adults	87.0%	92.7%
	Dislocated Workers	93.0%	92.7%
	Older Youth (19 - 21)	0.0%	85.0%
	Younger Youth (14 - 18)	0.0%	75.1%
Average Earnings	Adults	\$12,500.0	\$14,911.1
	Dislocated Workers	\$14,500.0	\$14,853.7
	Older Youth (19 - 21)	\$0.0	\$4,424.0
Credential / Diploma Rates	Adults	0.0%	53.9%
	Dislocated Workers	0.0%	49.0%
	Older Youth (19 - 21)	0.0%	45.3%
	Younger Youth (14 - 18)	0.0%	93.3%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	86.0%
Placement in Employment or Education	Youth (14 - 21)	73.0%	76.5%
Attainment of Degree or Certificate	Youth (14 - 21)	82.0%	86.9%
Literacy & Numeracy Gains	Youth (14 - 21)	87.0%	89.1%

Table O - Local Performance			
Local Area Name Region 10	Total Participants Served	Adults	133
		Dislocated Workers	41
		Older Youth (19 - 21)	47
		Younger Youth (14 - 18)	79
ETA Assigned # 13295	Total Exiters	Adults	31
		Dislocated Workers	12
		Older Youth (19 - 21)	9
		Younger Youth (14 - 18)	30
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	87.0%	84.2%
	Dislocated Workers	82.0%	92.3%
	Older Youth (19 - 21)	0.0%	100.0%
Retention Rates	Adults	88.0%	94.3%
	Dislocated Workers	90.0%	100.0%
	Older Youth (19 - 21)	0.0%	100.0%
	Younger Youth (14 - 18)	0.0%	86.5%
Average Earnings	Adults	\$14,000.0	\$16,009.0
	Dislocated Workers	\$14,000.0	\$14,548.3
	Older Youth (19 - 21)	\$0.0	\$6,712.5
Credential / Diploma Rates	Adults	0.0%	88.9%
	Dislocated Workers	0.0%	76.9%
	Older Youth (19 - 21)	0.0%	81.8%
	Younger Youth (14 - 18)	0.0%	93.3%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	58.3%
Placement in Employment or Education	Youth (14 - 21)	77.0%	97.5%
Attainment of Degree or Certificate	Youth (14 - 21)	85.0%	91.3%
Literacy & Numeracy Gains	Youth (14 - 21)	65.0%	66.7%

Table O - Local Performance			
Local Area Name Region 11	Total Participants Served	Adults	255
		Dislocated Workers	59
		Older Youth (19 - 21)	20
		Younger Youth (14 - 18)	73
ETA Assigned # 13265	Total Exiters	Adults	86
		Dislocated Workers	32
		Older Youth (19 - 21)	4
		Younger Youth (14 - 18)	69
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	74.0%	80.4%
	Dislocated Workers	71.0%	87.5%
	Older Youth (19 - 21)	0.0%	100.0%
Retention Rates	Adults	88.0%	84.9%
	Dislocated Workers	90.0%	95.8%
	Older Youth (19 - 21)	0.0%	100.0%
	Younger Youth (14 - 18)	0.0%	82.8%
Average Earnings	Adults	\$14,250.0	\$15,103.5
	Dislocated Workers	\$16,500.0	\$15,514.4
	Older Youth (19 - 21)	\$0.0	\$11,119.1
Credential / Diploma Rates	Adults	0.0%	70.8%
	Dislocated Workers	0.0%	72.0%
	Older Youth (19 - 21)	0.0%	0.0%
	Younger Youth (14 - 18)	0.0%	83.3%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	40.0%
Placement in Employment or Education	Youth (14 - 21)	60.0%	74.5%
Attainment of Degree or Certificate	Youth (14 - 21)	60.0%	66.0%
Literacy & Numeracy Gains	Youth (14 - 21)	40.0%	44.4%

Table O - Local Performance			
Local Area Name Region 12	Total Participants Served	Adults	212
		Dislocated Workers	33
		Older Youth (19 - 21)	42
		Younger Youth (14 - 18)	173
ETA Assigned # 13195	Total Exiters	Adults	46
		Dislocated Workers	10
		Older Youth (19 - 21)	7
		Younger Youth (14 - 18)	33
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	82.0%	72.4%
	Dislocated Workers	85.0%	83.3%
	Older Youth (19 - 21)	0.0%	66.7%
Retention Rates	Adults	85.0%	81.4%
	Dislocated Workers	90.0%	86.7%
	Older Youth (19 - 21)	0.0%	90.9%
	Younger Youth (14 - 18)	0.0%	76.7%
Average Earnings	Adults	\$12,500.0	\$13,932.3
	Dislocated Workers	\$14,000.0	\$15,305.6
	Older Youth (19 - 21)	\$0.0	\$5,516.2
Credential / Diploma Rates	Adults	0.0%	65.8%
	Dislocated Workers	0.0%	50.0%
	Older Youth (19 - 21)	0.0%	25.0%
	Younger Youth (14 - 18)	0.0%	96.0%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	0.0%
Placement in Employment or Education	Youth (14 - 21)	65.0%	48.4%
Attainment of Degree or Certificate	Youth (14 - 21)	60.0%	81.3%
Literacy & Numeracy Gains	Youth (14 - 21)	65.0%	0.0%

Table O - Local Performance			
Local Area Name Region 13	Total Participants Served	Adults	110
		Dislocated Workers	40
		Older Youth (19 - 21)	34
		Younger Youth (14 - 18)	85
ETA Assigned # 13260	Total Exiters	Adults	41
		Dislocated Workers	14
		Older Youth (19 - 21)	12
		Younger Youth (14 - 18)	56
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	70.0%	84.8%
	Dislocated Workers	73.0%	85.7%
	Older Youth (19 - 21)	0.0%	40.0%
Retention Rates	Adults	84.0%	95.6%
	Dislocated Workers	86.0%	100.0%
	Older Youth (19 - 21)	0.0%	80.0%
	Younger Youth (14 - 18)	0.0%	87.5%
Average Earnings	Adults	\$13,500.0	\$15,796.2
	Dislocated Workers	\$14,000.0	\$20,115.0
	Older Youth (19 - 21)	\$0.0	\$5,583.3
Credential / Diploma Rates	Adults	0.0%	81.3%
	Dislocated Workers	0.0%	66.7%
	Older Youth (19 - 21)	0.0%	50.0%
	Younger Youth (14 - 18)	0.0%	84.0%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	89.7%
Placement in Employment or Education	Youth (14 - 21)	48.0%	78.6%
Attainment of Degree or Certificate	Youth (14 - 21)	54.0%	86.4%
Literacy & Numeracy Gains	Youth (14 - 21)	22.0%	11.5%

Table O - Local Performance			
Local Area Name Region 14	Total Participants Served	Adults	122
		Dislocated Workers	22
		Older Youth (19 - 21)	17
		Younger Youth (14 - 18)	59
ETA Assigned # 13110	Total Exiters	Adults	69
		Dislocated Workers	8
		Older Youth (19 - 21)	7
		Younger Youth (14 - 18)	93
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	80.0%	83.3%
	Dislocated Workers	85.0%	66.7%
	Older Youth (19 - 21)	0.0%	84.6%
Retention Rates	Adults	87.5%	85.2%
	Dislocated Workers	90.6%	80.0%
	Older Youth (19 - 21)	0.0%	100.0%
	Younger Youth (14 - 18)	0.0%	57.0%
Average Earnings	Adults	\$13,000.0	\$11,104.6
	Dislocated Workers	\$14,000.0	\$11,629.7
	Older Youth (19 - 21)	\$0.0	\$9,006.1
Credential / Diploma Rates	Adults	0.0%	73.1%
	Dislocated Workers	0.0%	50.0%
	Older Youth (19 - 21)	0.0%	61.5%
	Younger Youth (14 - 18)	0.0%	97.7%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	100.0%
Placement in Employment or Education	Youth (14 - 21)	80.0%	60.0%
Attainment of Degree or Certificate	Youth (14 - 21)	80.0%	92.3%
Literacy & Numeracy Gains	Youth (14 - 21)	40.0%	71.4%

Table O - Local Performance			
Local Area Name Region 15	Total Participants Served	Adults	143
		Dislocated Workers	9
		Older Youth (19 - 21)	50
		Younger Youth (14 - 18)	37
ETA Assigned # 13285	Total Exiters	Adults	111
		Dislocated Workers	4
		Older Youth (19 - 21)	48
		Younger Youth (14 - 18)	31
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	80.9%	83.3%
	Dislocated Workers	82.4%	75.0%
	Older Youth (19 - 21)	0.0%	50.0%
Retention Rates	Adults	88.0%	94.2%
	Dislocated Workers	92.0%	100.0%
	Older Youth (19 - 21)	0.0%	71.4%
	Younger Youth (14 - 18)	0.0%	75.0%
Average Earnings	Adults	\$13,500.0	\$12,647.6
	Dislocated Workers	\$13,500.0	\$16,119.9
	Older Youth (19 - 21)	\$0.0	\$4,014.4
Credential / Diploma Rates	Adults	0.0%	56.3%
	Dislocated Workers	0.0%	33.3%
	Older Youth (19 - 21)	0.0%	26.2%
	Younger Youth (14 - 18)	0.0%	70.4%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	0.0%
Placement in Employment or Education	Youth (14 - 21)	63.0%	60.6%
Attainment of Degree or Certificate	Youth (14 - 21)	75.0%	47.9%
Literacy & Numeracy Gains	Youth (14 - 21)	85.0%	97.7%

Table O - Local Performance			
Local Area Name Region 16	Total Participants Served	Adults	235
		Dislocated Workers	74
		Older Youth (19 - 21)	39
		Younger Youth (14 - 18)	153
ETA Assigned # 13280	Total Exiters	Adults	120
		Dislocated Workers	55
		Older Youth (19 - 21)	12
		Younger Youth (14 - 18)	93
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	85.0%	84.4%
	Dislocated Workers	86.0%	83.8%
	Older Youth (19 - 21)	0.0%	91.7%
Retention Rates	Adults	90.0%	85.2%
	Dislocated Workers	90.0%	94.6%
	Older Youth (19 - 21)	0.0%	85.7%
	Younger Youth (14 - 18)	0.0%	80.3%
Average Earnings	Adults	\$13,000.0	\$14,453.1
	Dislocated Workers	\$13,500.0	\$15,588.8
	Older Youth (19 - 21)	\$0.0	\$5,114.3
Credential / Diploma Rates	Adults	0.0%	58.3%
	Dislocated Workers	0.0%	32.8%
	Older Youth (19 - 21)	0.0%	80.0%
	Younger Youth (14 - 18)	0.0%	88.8%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	50.0%
Placement in Employment or Education	Youth (14 - 21)	80.0%	87.7%
Attainment of Degree or Certificate	Youth (14 - 21)	88.0%	86.7%
Literacy & Numeracy Gains	Youth (14 - 21)	83.0%	72.4%

Table O - Local Performance			
Local Area Name Region 17	Total Participants Served	Adults	454
		Dislocated Workers	140
		Older Youth (19 - 21)	47
		Younger Youth (14 - 18)	277
ETA Assigned # 13075	Total Exiters	Adults	105
		Dislocated Workers	46
		Older Youth (19 - 21)	22
		Younger Youth (14 - 18)	57
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	70.0%	93.2%
	Dislocated Workers	76.0%	95.1%
	Older Youth (19 - 21)	0.0%	64.7%
Retention Rates	Adults	88.0%	95.9%
	Dislocated Workers	91.0%	94.4%
	Older Youth (19 - 21)	0.0%	94.1%
	Younger Youth (14 - 18)	0.0%	61.6%
Average Earnings	Adults	\$13,500.0	\$13,783.4
	Dislocated Workers	\$15,500.0	\$15,036.8
	Older Youth (19 - 21)	\$0.0	\$4,918.8
Credential / Diploma Rates	Adults	0.0%	82.8%
	Dislocated Workers	0.0%	77.5%
	Older Youth (19 - 21)	0.0%	55.6%
	Younger Youth (14 - 18)	0.0%	77.8%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	75.4%
Placement in Employment or Education	Youth (14 - 21)	55.0%	72.5%
Attainment of Degree or Certificate	Youth (14 - 21)	78.0%	70.4%
Literacy & Numeracy Gains	Youth (14 - 21)	65.0%	77.5%

Table O - Local Performance			
Local Area Name Region 18	Total Participants Served	Adults	577
		Dislocated Workers	71
		Older Youth (19 - 21)	210
		Younger Youth (14 - 18)	316
ETA Assigned # 13300	Total Exiters	Adults	215
		Dislocated Workers	31
		Older Youth (19 - 21)	68
		Younger Youth (14 - 18)	88
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	87.0%	89.5%
	Dislocated Workers	90.0%	95.5%
	Older Youth (19 - 21)	0.0%	66.1%
Retention Rates	Adults	90.0%	94.8%
	Dislocated Workers	94.0%	96.4%
	Older Youth (19 - 21)	0.0%	94.0%
	Younger Youth (14 - 18)	0.0%	65.7%
Average Earnings	Adults	\$12,500.0	\$15,430.2
	Dislocated Workers	\$14,000.0	\$14,087.5
	Older Youth (19 - 21)	\$0.0	\$7,909.2
Credential / Diploma Rates	Adults	0.0%	83.3%
	Dislocated Workers	0.0%	84.1%
	Older Youth (19 - 21)	0.0%	63.5%
	Younger Youth (14 - 18)	0.0%	83.1%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	25.0%
Placement in Employment or Education	Youth (14 - 21)	70.0%	70.3%
Attainment of Degree or Certificate	Youth (14 - 21)	68.0%	60.2%
Literacy & Numeracy Gains	Youth (14 - 21)	35.0%	29.2%

Table O - Local Performance			
Local Area Name Region 19	Total Participants Served	Adults	0
		Dislocated Workers	0
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	0
ETA Assigned # 13305	Total Exiters	Adults	0
		Dislocated Workers	0
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	0
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		0.0%
	Dislocated Workers		0.0%
	Older Youth (19 - 21)		0.0%
Retention Rates	Adults		0.0%
	Dislocated Workers		0.0%
	Older Youth (19 - 21)		0.0%
	Younger Youth (14 - 18)		0.0%
Average Earnings	Adults		\$0.0
	Dislocated Workers		\$0.0
	Older Youth (19 - 21)		\$0.0
Credential / Diploma Rates	Adults		0.0%
	Dislocated Workers		0.0%
	Older Youth (19 - 21)		0.0%
	Younger Youth (14 - 18)		0.0%
Skill Attainment Rate	Younger Youth (14 - 18)		0.0%
Placement in Employment or Education	Youth (14 - 21)		0.0%

Attainment of Degree or Certificate	Youth (14 - 21)		0.0%
Literacy & Numeracy Gains	Youth (14 - 21)		0.0%

Table O - Local Performance			
Local Area Name Region 2	Total Participants Served	Adults	478
		Dislocated Workers	110
		Older Youth (19 - 21)	67
		Younger Youth (14 - 18)	228
ETA Assigned # 13050	Total Exiters	Adults	171
		Dislocated Workers	59
		Older Youth (19 - 21)	23
		Younger Youth (14 - 18)	89
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	82.6%
	Dislocated Workers	88.0%	86.2%
	Older Youth (19 - 21)	0.0%	76.0%
Retention Rates	Adults	86.0%	90.4%
	Dislocated Workers	90.0%	91.3%
	Older Youth (19 - 21)	0.0%	100.0%
	Younger Youth (14 - 18)	0.0%	88.9%
Average Earnings	Adults	\$13,300.0	\$15,610.1
	Dislocated Workers	\$15,800.0	\$15,682.4
	Older Youth (19 - 21)	\$0.0	\$8,468.0
Credential / Diploma Rates	Adults	0.0%	70.7%
	Dislocated Workers	0.0%	70.8%
	Older Youth (19 - 21)	0.0%	42.9%
	Younger Youth (14 - 18)	0.0%	76.4%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	38.7%
Placement in Employment or Education	Youth (14 - 21)	75.0%	72.7%
Attainment of Degree or Certificate	Youth (14 - 21)	65.0%	61.8%
Literacy & Numeracy Gains	Youth (14 - 21)	40.0%	58.8%

Table O - Local Performance			
Local Area Name Region 20	Total Participants Served	Adults	242
		Dislocated Workers	95
		Older Youth (19 - 21)	248
		Younger Youth (14 - 18)	447
ETA Assigned # 13270	Total Exiters	Adults	171
		Dislocated Workers	27
		Older Youth (19 - 21)	71
		Younger Youth (14 - 18)	182
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	76.0%	84.2%
	Dislocated Workers	78.0%	90.9%
	Older Youth (19 - 21)	0.0%	66.0%
Retention Rates	Adults	90.0%	94.0%
	Dislocated Workers	92.0%	95.3%
	Older Youth (19 - 21)	0.0%	74.3%
	Younger Youth (14 - 18)	0.0%	74.2%
Average Earnings	Adults	\$15,500.0	\$17,917.9
	Dislocated Workers	\$15,500.0	\$19,676.4
	Older Youth (19 - 21)	\$0.0	\$4,039.2
Credential / Diploma Rates	Adults	0.0%	66.9%
	Dislocated Workers	0.0%	52.9%
	Older Youth (19 - 21)	0.0%	32.0%
	Younger Youth (14 - 18)	0.0%	74.4%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	59.3%
Placement in Employment or Education	Youth (14 - 21)	62.0%	63.8%
Attainment of Degree or Certificate	Youth (14 - 21)	72.0%	63.1%
Literacy & Numeracy Gains	Youth (14 - 21)	39.0%	17.9%

Table O - Local Performance			
Local Area Name Region 3	Total Participants Served	Adults	1,063
		Dislocated Workers	95
		Older Youth (19 - 21)	169
		Younger Youth (14 - 18)	507
ETA Assigned # 13235	Total Exiters	Adults	556
		Dislocated Workers	42
		Older Youth (19 - 21)	73
		Younger Youth (14 - 18)	352
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	75.0%	70.6%
	Dislocated Workers	78.5%	65.7%
	Older Youth (19 - 21)	0.0%	62.0%
Retention Rates	Adults	86.0%	80.0%
	Dislocated Workers	93.0%	90.6%
	Older Youth (19 - 21)	0.0%	73.9%
	Younger Youth (14 - 18)	0.0%	70.0%
Average Earnings	Adults	\$12,500.0	\$11,427.0
	Dislocated Workers	\$16,500.0	\$16,452.8
	Older Youth (19 - 21)	\$0.0	\$4,208.8
Credential / Diploma Rates	Adults	0.0%	32.6%
	Dislocated Workers	0.0%	26.9%
	Older Youth (19 - 21)	0.0%	10.5%
	Younger Youth (14 - 18)	0.0%	64.3%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	0.0%
Placement in Employment or Education	Youth (14 - 21)	72.0%	65.0%
Attainment of Degree or Certificate	Youth (14 - 21)	75.0%	49.5%
Literacy & Numeracy Gains	Youth (14 - 21)	35.0%	2.8%

Table O - Local Performance			
Local Area Name Region 4	Total Participants Served	Adults	463
		Dislocated Workers	206
		Older Youth (19 - 21)	184
		Younger Youth (14 - 18)	257
ETA Assigned # 13245	Total Exiters	Adults	213
		Dislocated Workers	99
		Older Youth (19 - 21)	106
		Younger Youth (14 - 18)	154
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	74.5%	74.0%
	Dislocated Workers	79.0%	84.8%
	Older Youth (19 - 21)	0.0%	70.7%
Retention Rates	Adults	85.5%	81.8%
	Dislocated Workers	92.0%	93.8%
	Older Youth (19 - 21)	0.0%	91.5%
	Younger Youth (14 - 18)	0.0%	62.7%
Average Earnings	Adults	\$13,050.0	\$11,326.5
	Dislocated Workers	\$21,000.0	\$26,944.5
	Older Youth (19 - 21)	\$0.0	\$4,291.9
Credential / Diploma Rates	Adults	0.0%	68.9%
	Dislocated Workers	0.0%	79.5%
	Older Youth (19 - 21)	0.0%	29.6%
	Younger Youth (14 - 18)	0.0%	78.7%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	38.1%
Placement in Employment or Education	Youth (14 - 21)	66.0%	65.3%
Attainment of Degree or Certificate	Youth (14 - 21)	62.0%	70.5%
Literacy & Numeracy Gains	Youth (14 - 21)	56.0%	42.6%

Table O - Local Performance			
Local Area Name Region 5	Total Participants Served	Adults	1,067
		Dislocated Workers	246
		Older Youth (19 - 21)	65
		Younger Youth (14 - 18)	337
ETA Assigned # 13240	Total Exiters	Adults	451
		Dislocated Workers	123
		Older Youth (19 - 21)	10
		Younger Youth (14 - 18)	104
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	83.0%	76.2%
	Dislocated Workers	80.0%	71.7%
	Older Youth (19 - 21)	0.0%	76.5%
Retention Rates	Adults	88.0%	88.9%
	Dislocated Workers	91.0%	93.8%
	Older Youth (19 - 21)	0.0%	86.7%
	Younger Youth (14 - 18)	0.0%	73.8%
Average Earnings	Adults	\$15,000.0	\$14,142.9
	Dislocated Workers	\$21,000.0	\$19,281.9
	Older Youth (19 - 21)	\$0.0	\$6,319.8
Credential / Diploma Rates	Adults	0.0%	42.2%
	Dislocated Workers	0.0%	57.1%
	Older Youth (19 - 21)	0.0%	46.2%
	Younger Youth (14 - 18)	0.0%	86.2%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	66.7%
Placement in Employment or Education	Youth (14 - 21)	75.0%	79.5%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	65.4%
Literacy & Numeracy Gains	Youth (14 - 21)	20.0%	38.1%

Table O - Local Performance			
Local Area Name Region 6	Total Participants Served	Adults	266
		Dislocated Workers	196
		Older Youth (19 - 21)	115
		Younger Youth (14 - 18)	253
ETA Assigned # 13250	Total Exiters	Adults	66
		Dislocated Workers	38
		Older Youth (19 - 21)	34
		Younger Youth (14 - 18)	70
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	71.0%	71.5%
	Dislocated Workers	77.0%	79.0%
	Older Youth (19 - 21)	0.0%	72.5%
Retention Rates	Adults	87.0%	78.0%
	Dislocated Workers	92.0%	90.1%
	Older Youth (19 - 21)	0.0%	84.4%
	Younger Youth (14 - 18)	0.0%	67.9%
Average Earnings	Adults	\$14,000.0	\$12,354.2
	Dislocated Workers	\$22,000.0	\$19,355.1
	Older Youth (19 - 21)	\$0.0	\$4,201.4
Credential / Diploma Rates	Adults	0.0%	46.5%
	Dislocated Workers	0.0%	55.8%
	Older Youth (19 - 21)	0.0%	14.0%
	Younger Youth (14 - 18)	0.0%	56.1%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	4.3%
Placement in Employment or Education	Youth (14 - 21)	65.0%	61.9%
Attainment of Degree or Certificate	Youth (14 - 21)	58.0%	34.9%
Literacy & Numeracy Gains	Youth (14 - 21)	45.0%	55.7%

Table O - Local Performance			
Local Area Name Region 7	Total Participants Served	Adults	1,201
		Dislocated Workers	743
		Older Youth (19 - 21)	361
		Younger Youth (14 - 18)	796
ETA Assigned # 13255	Total Exiters	Adults	396
		Dislocated Workers	297
		Older Youth (19 - 21)	128
		Younger Youth (14 - 18)	285
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	81.0%	83.3%
	Dislocated Workers	86.0%	92.1%
	Older Youth (19 - 21)	0.0%	68.3%
Retention Rates	Adults	86.0%	91.9%
	Dislocated Workers	91.0%	93.7%
	Older Youth (19 - 21)	0.0%	85.3%
	Younger Youth (14 - 18)	0.0%	68.9%
Average Earnings	Adults	\$13,200.0	\$14,896.7
	Dislocated Workers	\$20,500.0	\$19,333.8
	Older Youth (19 - 21)	\$0.0	\$4,603.8
Credential / Diploma Rates	Adults	0.0%	61.5%
	Dislocated Workers	0.0%	68.2%
	Older Youth (19 - 21)	0.0%	44.8%
	Younger Youth (14 - 18)	0.0%	80.9%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	56.1%
Placement in Employment or Education	Youth (14 - 21)	66.0%	70.2%
Attainment of Degree or Certificate	Youth (14 - 21)	76.0%	71.2%
Literacy & Numeracy Gains	Youth (14 - 21)	42.0%	36.2%

Table O - Local Performance			
Local Area Name Region 8	Total Participants Served	Adults	731
		Dislocated Workers	163
		Older Youth (19 - 21)	129
		Younger Youth (14 - 18)	519
ETA Assigned # 13225	Total Exiters	Adults	264
		Dislocated Workers	78
		Older Youth (19 - 21)	12
		Younger Youth (14 - 18)	128
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	75.0%	67.9%
	Dislocated Workers	82.0%	69.4%
	Older Youth (19 - 21)	0.0%	91.7%
Retention Rates	Adults	87.0%	84.3%
	Dislocated Workers	92.0%	89.8%
	Older Youth (19 - 21)	0.0%	94.7%
	Younger Youth (14 - 18)	0.0%	74.7%
Average Earnings	Adults	\$12,500.0	\$10,103.9
	Dislocated Workers	\$14,500.0	\$12,567.5
	Older Youth (19 - 21)	\$0.0	\$5,979.0
Credential / Diploma Rates	Adults	0.0%	66.2%
	Dislocated Workers	0.0%	50.0%
	Older Youth (19 - 21)	0.0%	35.3%
	Younger Youth (14 - 18)	0.0%	95.1%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	51.7%
Placement in Employment or Education	Youth (14 - 21)	70.0%	70.3%
Attainment of Degree or Certificate	Youth (14 - 21)	72.0%	65.7%
Literacy & Numeracy Gains	Youth (14 - 21)	35.0%	5.8%

Table O - Local Performance			
Local Area Name Region 9	Total Participants Served	Adults	738
		Dislocated Workers	142
		Older Youth (19 - 21)	83
		Younger Youth (14 - 18)	259
ETA Assigned # 13275	Total Exiters	Adults	413
		Dislocated Workers	85
		Older Youth (19 - 21)	52
		Younger Youth (14 - 18)	116
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	79.0%	85.8%
	Dislocated Workers	82.0%	86.1%
	Older Youth (19 - 21)	0.0%	81.3%
Retention Rates	Adults	87.0%	89.7%
	Dislocated Workers	91.0%	88.2%
	Older Youth (19 - 21)	0.0%	96.3%
	Younger Youth (14 - 18)	0.0%	84.1%
Average Earnings	Adults	\$13,200.0	\$14,289.7
	Dislocated Workers	\$13,500.0	\$14,688.3
	Older Youth (19 - 21)	\$0.0	\$3,445.6
Credential / Diploma Rates	Adults	0.0%	56.0%
	Dislocated Workers	0.0%	67.3%
	Older Youth (19 - 21)	0.0%	69.4%
	Younger Youth (14 - 18)	0.0%	87.3%
Skill Attainment Rate	Younger Youth (14 - 18)	0.0%	0.0%
Placement in Employment or Education	Youth (14 - 21)	77.0%	85.7%
Attainment of Degree or Certificate	Youth (14 - 21)	86.0%	87.1%
Literacy & Numeracy Gains	Youth (14 - 21)	72.0%	77.5%

Table P - Veteran Priority of Service						
Reported Information			Total		Percent Served	
Covered Entrants Who Reached the End of the Entry Period			303			
Covered Entrants Who Received a Service During the Entry Period			280		92.4%	
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period			280		92.4%	

Table Q - Veteran' s Outcomes by Special Populations						
Reported Information	Post 9/11 Era Veterans		Post 9/11 Era Veterans who Received at least Intensive Services		TAP Workshop Veterans	
Entered Employment Rate	86.0%	92	85.1%	86	80.0%	8
		107		101		10
Employment Retention Rate	84.3%	91	84.3%	86	80.0%	4
		108		102		5
Average Earnings	\$15,545.9	\$1,305,859	\$15,470.3	\$1,222,152	\$16,736.7	\$66,947
		84		79		4

Participant Survey

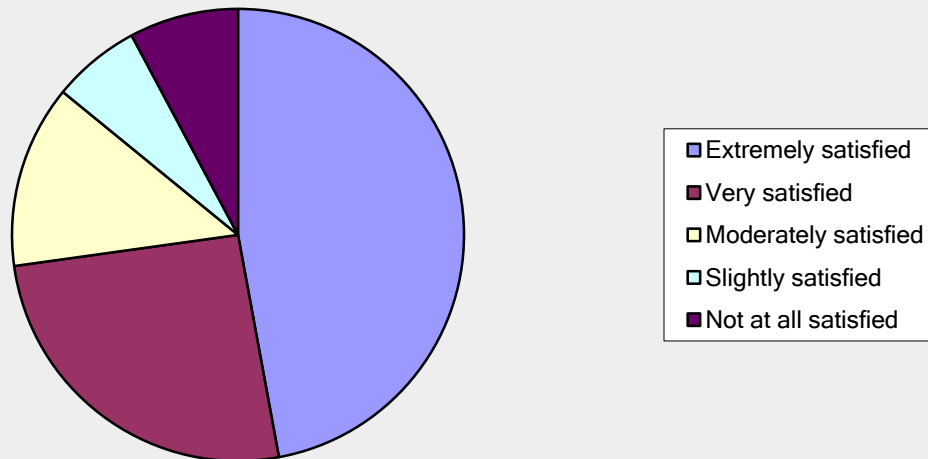
Question One Results

Georgia - Workforce Investment Act Participant Survey

Overall, how satisfied are you with the services provided to you by your Local Workforce Investment Area's Career Center?

Answer Options	Response Percent	Response Count
Extremely satisfied	47.1%	549
Very satisfied	25.7%	299
Moderately satisfied	13.1%	153
Slightly satisfied	6.3%	73
Not at all satisfied	7.8%	91
<i>answered question</i>		1165
<i>skipped question</i>		11

Overall, how satisfied are you with the services provided to you by your Local Workforce Investment Area's Career Center?



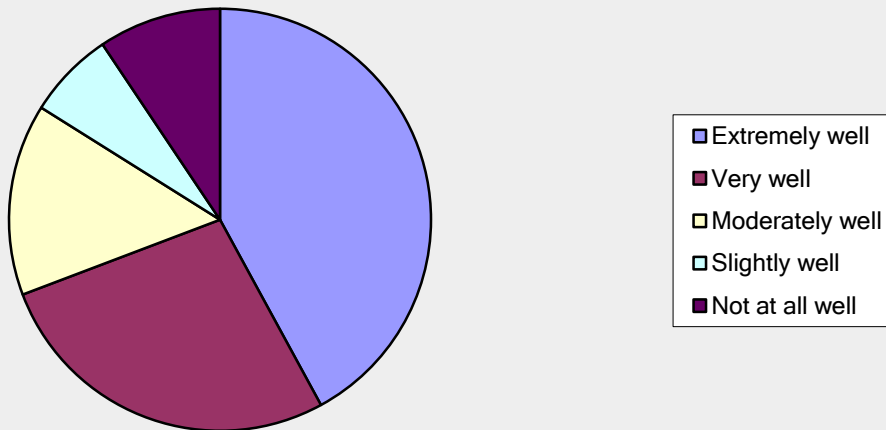
Question Two Results

Georgia - Workforce Investment Act Participant Survey

Taking into account all of the expectations you held, have the services you received from your Local Workforce Investment Area's Career Center met your expectations?

Answer Options	Response Percent	Response Count
Extremely well	42.1%	493
Very well	27.2%	318
Moderately well	14.7%	172
Slightly well	6.7%	78
Not at all well	9.4%	110
<i>answered question</i>		1171
<i>skipped question</i>		5

Taking into account all of the expectations you held, have the services you received from your Local Workforce Investment Area's Career Center met your expectations?



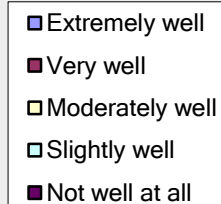
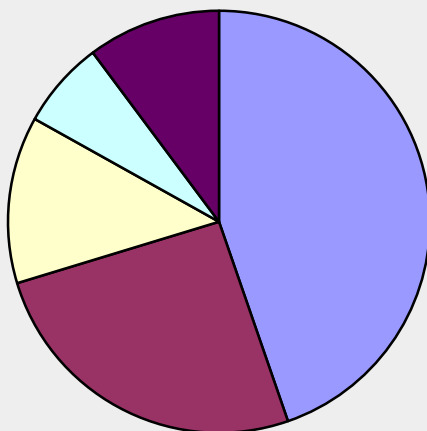
Question Three Results

Georgia - Workforce Investment Act Participant Survey

Considering an ideal program for someone in your situation, how well did the services you received from your Local Workforce Investment Area's Career Center compare with that ideal?

Answer Options	Response Percent	Response Count
Extremely well	44.7%	522
Very well	25.6%	299
Moderately well	12.8%	150
Slightly well	6.7%	78
Not well at all	10.2%	119
<i>answered question</i>		1168
<i>skipped question</i>		8

Considering an ideal program for someone in your situation, how well did the services you received from your Local Workforce Investment Area's Career Center compare with that ideal?



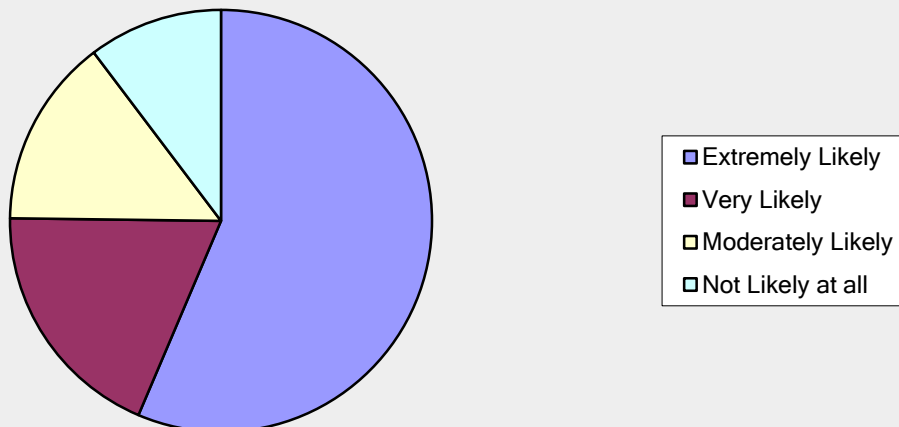
Question Four Results

Georgia - Workforce Investment Act Participant Survey

Based on the level of service your received from your Local Workforce Investment Area's Career Center, how likely would you be to recommend others?

Answer Options	Response Percent	Response Count
Extremely Likely	56.4%	285
Very Likely	18.8%	95
Moderately Likely	14.5%	73
Not Likely at all	10.3%	52
<i>answered question</i>		505
<i>skipped question</i>		671

Based on the level of service your received from your Local Workforce Investment Area's Career Center, how likely would you be to recommend others?



Question Five Results

Georgia - Workforce Investment Act Participant Survey

Overall, how would you rate your total experience from your Local Workforce Investment Area's Career Center?

Answer Options	Response Percent	Response Count
Excellent	50.3%	254
Very good	22.6%	114
Fairly good	11.5%	58
Mildly good	6.3%	32
Not good at all	9.3%	47
<i>answered question</i>		505
<i>skipped question</i>		671

Overall, how would you rate your total experience from your Local Workforce Investment Area's Career Center?

